

Candidate Information Pack

Executive Director



About Ifrah Foundation

Female Genital Mutilation is a human rights violation and represents an extreme form of gender-based violence against women and girls. Approximately 98% of Somali girls undergo Female Genital Mutilation, many of whom are subjected to the most severe form.

Founded in 2010 by Ifrah Ahmed, a Somali Irish survivor of Female Genital Mutilation, Ifrah Foundation has campaigned tirelessly to end Female Genital Mutilation in Somalia since 2014. Ifrah Foundation is a registered Civil Society Organisation in Somalia; it is also a registered charity in Ireland; website link: <https://ifrahfoundation.org>

Ifrah Foundation is recognised internationally for its activism to end Female Genital Mutilation in Somalia – and Ifrah Ahmed has received multiple awards for her work; her life is the subject of an award-winning feature film A Girl from Mogadishu; movie trailer link: <https://www.youtube.com/watch?v=FGj8zq3gSTY>

Ifrah Foundation receives funding from Irish Aid, United Nations Population Fund (UNFPA), Wallace Global Fund, Amplify Change, International Rescue Committee – as well as from other organisations and through philanthropic donations.

This is a pivotal time in the history of Ifrah Foundation's work in Somalia. The recent passing of legislation prohibiting the practice of all forms of Female Genital Mutilation by the Galmudug State of Somalia (the first federal member state in Somalia to do so) increases the momentum for other individual states and for the federal government to do likewise – and for the adoption and implementation of a national action plan to end Female Genital Mutilation.

Currently, Ifrah Foundation has two employees – the Executive Director and Ifrah Ahmed, Programme Director; additional operational and programme services are provided via specific-purpose contracts in Ireland and Somalia.



Ifrah Ahmed

OUR MISSION

To support Ifrah Ahmed to build a partnership which achieves a funded and effective Somali National Action Plan to end Female Genital Mutilation, working with Federal and State authorities and with stakeholders.

OUR THREE PILLARS OF STRATEGIC ACTION

Advocacy: Ensuring the eradication of Female Genital Mutilation remains high on the agenda in Somalia & internationally.

Raising Awareness: Amplifying the message of the elimination of Female Genital Mutilation through media initiatives and other relevant engagement.

Community Empowerment: Engaging individuals, community and religious leaders, and education and health care providers to influence a cultural shift away from the practice of Female Genital Mutilation.

About the Role of Executive Director

The Executive Director is responsible for the leadership, management and direction of Ifrah Foundation. The role is accountable for the overall performance of the organisation in implementing the Board's strategy.

The Executive Director will lead on the development, funding, and delivery of a strategy which will support Ifrah's advocacy for Somalia to create the infrastructure to support the eradication of Female Genital Mutilation by 2035.

Inherent in realising this will be maintenance of corporate structure, financial stability and nurturing and expanding relationships with programme partners, NGOs, government and civil society organisations – and, importantly, generating the funds needed to support strategic partnership/programme development and Ifrah Foundation operational costs.

This is a permanent work-from home role (funding-dependent): 35 hours per week; flexible working hours can be facilitated once compliant with the requirements of the role; the Executive Director should be resident and tax-resident in Ireland. There will be an initial probationary period of 6 months.

There will also be some expectation of travel within Ireland and internationally, e.g. to attend meetings and fundraising events. There may be the need for occasional after-hours work in line with the requirements of the post.

The annual leave entitlement is 26 days per year.

The salary for this role is circa €80,000 (subject to experience); a personal retirement savings account (PRSA) scheme is available separately.

Responsibilities

Reporting to the Chair of the Board of Directors, the duties are as follows:

Strategic responsibilities

- Lead, direct and co-ordinate activities to drive the strategic vision.
- Develop and implement a sustainable funding strategy and programme of work.
- Progress and maintain relationships with strategic funders, donors, and stakeholders, both nationally and internationally.
- Lead and support external communications and strategic partnerships, including engagement with the media.

Operational responsibilities

- Support the work of Ifrah Ahmed.
- Oversee and improve the delivery of an effective, secure and compliant operation.
- Expand capacity, skills, and capability within the organisation to implement strategy.
- Ensure regulatory and financial compliance and efficiency as well as effective communication.
- Improve financial reporting, risk management, governance, and budgetary processes.
- Enhance and lead a fundraising strategy including overseeing financial and donor applications and implementing appropriate and efficient reporting system – generating the funds necessary to support strategic partnership/programme development and Ifrah Foundation operational costs.

Relationship with the Board

- Inform the Board of strategic and policy developments as well as relevant operational topics.
- Develop and present five-year strategic plan and annual business plan.
- Support the Board on compliance matters including preparation for and documentation of AGM, Board and subcommittee meetings, financial reporting and adherence with charities code and legislation.
- Arrange and co-ordinate Board Meetings and Subcommittee Meeting (in-person, teleconference, hybrid) in consultation with the Chair; prepare agenda/minutes; disseminate relevant documents to Board members in advance of meetings.

Other Duties

- Effectively represent and market the purpose, mission, and values of Ifrah Foundation at relevant meetings, conferences, and other forums.
- Keep up to date with policy developments relating to Female Genital Mutilation.
- Work collaboratively with other organisations and networks where appropriate.
- Maintain detailed, accurate and up-to-date records of all work.
- Complete monthly performance reports.

- Participate in annual staff appraisal and the performance of persons providing services via purpose-specific contracts.
- Maintain strict confidentiality of personal information about service users in full compliance with EU GDPR legislation.
- Undertake additional tasks and responsibilities which may arise, and which are relevant to the post.
- Carry out duties with due regard to legislation and Ifrah Foundation policies and guidelines.

Experience and Competencies

Essential

- Demonstrable achievements and 5+ years of senior management, campaign management and/or programme management in either private sector or humanitarian organisations.
- Passion for becoming an advocate for the cause and working within challenging circumstances.
- Familiarity with good corporate governance and regulatory compliance standards.
- Experience in stakeholder management.
- Financially literate.
- Excellent writing and reporting skills.
- Competency in computer presentation skills and use of social media.
- Competency in setting-up and hosting videoconferences.
- Strong team player and ability to lead and encourage team members.
- Ability to operate and deliver in a fast growing, challenging environment.
- Previous experience of leading an advocacy or public affairs campaign – particularly in a fast-growing organisation.
- Commitment to the mission of Ifrah Foundation.

Desirable

- Experience in developing, overseeing, and delivering policy programmes.
- Experience of leading, developing and directing staff.
- Working with national and international governments, political establishments, and media.

Recruitment Policy

Ifrah Foundation is an equal opportunities employer. Committed to equality and inclusion, we welcome applications from individuals of all backgrounds.

How to apply

To apply for this role, please email **your CV and a cover letter** outlining your suitability to info@ifrahfoundation.org. Your CV should contain the names and contact details of two referees. Applications should be emailed by **5pm Friday 25th July 2025**.

The subject line of your email should be Application for the role of Executive Director. Applications should be addressed to Dr Chris Fitzpatrick, Chair, Ifrah Foundation.

Further enquiries about this role should be emailed to the above email address.

Interviews

Interviews will take place in August/early September.

**Thank you for your interest in the role of
Executive Director, Ifrah Foundation**

